

LETTER OF AGREEMENT  
by and between  
MINER'S INCORPORATED D/B/A SUPER ONE FOODS  
and  
UNITED FOOD & COMMERCIAL WORKERS LOCAL UNION NO. 1189  
(Understanding regarding Vacation Benefit Accruals)

WHEREAS, the parties have had discussions relative to the method of calculating vacation benefit accruals under the terms of Article 8 (entitled Vacation) of the collective bargaining agreements dated February 2, 2015 (the "Contract") between Miner's Incorporated ("Employer") and UFCW Local 1189 (the "Union"); and

WHEREAS, the Contract ratified by union membership on September 30, 2014 made changes to vacation benefit accruals for employees with more than one (1) year of service and less than five (5) years of service; and

WHEREAS, Employer has developed a reasonable payroll process for implementing the vacation benefit accrual adjustments required by the recent vacation accrual change; and

WHEREAS, the Employer and the union desire to clarify the transition of the new vacation accrual benefit.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein the parties agree as follows:

- (a) For purposes of transitioning current employees to the revised vacation benefit accrual schedule as set forth in Article 8 of the Contract, the revised vacation accrual schedule shall be applied and administered based on the Employer's proration formula for all employees except regular full-time employees.
- (b) The transitional accrual adjustment for full-time and part-time employees shall be initially applied to the each employee's current employment anniversary year as of September 30, 2014 and shall continue with regard to the employee's future service years.

IN WITNESS WHEREOF the parties have set their hands this 30<sup>th</sup> day of June, 2015.

For the Employer:

  
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Boyd R. Hanson, HR Director

For the Union:

  
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Tom Cvar, Business Agent